

North Central – 2023 Provincial Council Meeting

HOW TO USE THIS LEGISLATION BOOKLET AT PROVINCIAL COUNCILS

This document describes in detail a Bylaw amendment submitted to the North Central Provincial Council for consideration. Any amendment that passes will be considered at the 2023 Grand Chapter Congress in August. Bylaw amendments must achieve a 2/3 majority vote at Congress to pass.

Proposals related to National Policy and Procedures may be discussed and voted upon by the Council, but ultimately all National Policy and Procedures are administered by the Fraternity's elected Board of Directors. The Board, of course, will take any recommendation passed by a majority vote of the Provincial Council very seriously.

- Any language with ~~strikethroughs~~ would be deleted if the proposal or amendment passes.
- Any language listed in ALL CAPS indicates language that would be added if the amendment or proposal was adopted.
- Language in *italics* is included occasionally for explanatory purposes.

EXAMPLE:

~~Bylaw~~ - would be deleted

BYLAW - would be added

Bylaw - would be an explanatory note offering more detail or interpretation

PROPOSALS

POLICY PROPOSAL 1 – CMP Guide

SUBMITTED BY:

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DATE: January 10, 2023

What does this proposal do?

This recommendation proposes to amend the verbiage of CMP requirements for initiation Ritual memorization to instead be “well performed.” Accredited Chapter is the minimum expectation for all chapters to demonstrate they can be self-sustaining, and believe that can be achieved without Ritual memorization. Restructuring the verbiage to say “well performed” maintains the expectation that local leadership should be present at Rituals and that operationally sound chapters are capable of performing an acceptable Ritual. The broad language empowers local leadership to determine what is considered an operationally sound Ritual. After multiple conversations with chapters spanning the nation, there is a collective agreeance that chapters would rather focus on the pillars of our Fraternity and providing meaningful interactions and opportunities.

While we understand the purpose of memorizing Ritual is to give new brothers a positive experience, we believe chapters can be operationally sound and meet the strategic priorities of the Fraternity without memorizing Ritual, which often is considered a daunting task that creates stress for current brothers.

This proposal also changes the verbiage of Pledging Ceremony Ritual memorization to instead be “well performed” in the Chapter of Excellence tier. This is so that there is continuity in both ritual expectations.

How does this proposal impact our organizational Strategic Priorities and Diversity, Equity and Inclusion initiatives?

Member engagement is one of our Fraternity’s strategic priorities. If we want brothers to be engaged as alumni they should have a positive experience during their time as a collegiate brother. While a memorized Ritual is more impressive to newly initiated brothers, it can transition to a negative experience when they have the pressure of committing to memorizing Ritual themselves. This is a reality that we have heard about from brothers we have conversed with in regards to changing this policy.

Lowering the expectation for Ritual performance also creates an opportunity for brothers that want to be more engaged with their chapter to be engaged without the heavy commitment of memorization on top of their focus on academics and other responsibilities. Brothers may have mental impairments that make it difficult for them to memorize roles, shortening the scope of

who can participate in these important aspects of our Fraternity. The initiation team is an excellent opportunity for collegiate brothers without formal positions in their chapter to be engaged, which makes this ideal to expand engagement from diverse members of our Fraternity.

Additionally, with memorization being a heavy commitment from those who tackle it, it typically is the brothers who have the most time and desire to work on their chapter who take these roles. During this time, these brothers won't be able to focus on the other strategic priorities of the Fraternity, and other initiatives such as growing the chapter, strengthening partnerships, and helping guide the planning for meaningful opportunities and experiences. With the shortened schedule of pledging being five weeks, chapters are more likely to begin Ritual memorization during recruitment seasons, where the priority should lie in growing their chapter.

Next Steps if Approved:

The CMP Guideline document will need to be adjusted per the Proposal Details section. CMP reporting systems and databases will have to be adjusted as well. Verbiage on page 12 of the Ritual book under the header "Memorization" will have to be adjusted by later proposals to avoid inconsistent verbiage.

History of Proposal:

The Board approved R17-25 at the March 6, 2017 meeting to move Initiation Memorization from the Chapter of Excellence CMP-tier to the Accredited Chapter CMP-tier. The purpose of the proposal was to emphasize the importance of memorizing initiation and to require a volunteer leader to attend initiation.

****Positive aspects of implementing Proposal/Recommendation***

- Chapters can be recognized as operationally sound without the standard of memorization as a criteria.
- Chapters will be able to focus on the Fraternity's purpose, mission, and core values which include professional development, diversity, service, social activities, and scholarship for their brothers, as well as allow brothers to focus on academic success on top of their other responsibilities.
- Local leadership is enabled to establish criteria for well performed Rituals that also meet the individual goals of chapters, ensuring they are operationally sound without the use of memorization.
- Rather than spend time memorizing Ritual in preparation of new brothers joining, chapters can focus their time on integrating pledges.

****Negative aspects of implementing Proposal/Recommendation***

- Some may feel memorization should still be the standard for a "well performed" Ritual.
- Some may feel "well performed" is too vague of language to be effectively enforceable.

****Provide a brief financial analysis (cost and benefits) of the Proposal/Recommendation (if applicable). Contact Central Office staff to discuss details as warranted.***

\$500 for staff time to make changes to CMP Guidelines as well as update reporting systems and databases.

Recommended implementation date and logic for selecting this date
July 1, 2023

To be implemented at the beginning of the next CMP term, July 1, 2023.

****Proposal Details (and/or exact Policy, Bylaw or Ritual Language proposed -- use ALL CAPS for new language and strikethrough for deletions.)***

Initiation Ritual ~~Memorized~~

Description of Submission:

The Initiation Ritual is to be ~~memorized~~ WELL PERFORMED whenever conducted. ~~Memorization of the~~ A WELL PERFORMED Ritual not only makes a favorable and lasting impression, but also serves to instill a greater appreciation of the true significance of the objectives and purposes of the Fraternity.

How to Submit: Initiation Ritual ~~Memorized~~ Hub Form

Note: The chapter will submit contact information for the verifier, which should be a National Officer (Provincial Vice President, Regional Vice President, and District Director) or Chapter Advisor in attendance at the ceremony. The chapter's District Director will follow-up with the verifier, if necessary, and approve the item via the Hub for CMP Credit. If none of these officers listed above are available for verification, please contact your Regional Vice President or Central Office.

Due Date: *Fall*- Within 14 days after initiation, suggested; January 31, final
Spring- Within 14 days after initiation, suggested; June 1, final

Responsibility: Chancellor

Pledging Ceremony Ritual ~~Memorized~~

Description of Submission:

Many chapters choose to memorize the Pledging Ceremony Ritual, HOWEVER THE GOAL IS TO HAVE A MEMORABLE PERFORMANCE. ~~Memorization of the~~ A WELL PERFORMED Ritual not only makes a favorable and lasting impression, but also serves to instill a greater appreciation of the true significance of the objectives and purposes of the Fraternity.

How to Submit: Pledging Ceremony Ritual ~~Memorized~~ Hub Form

Note: The chapter will submit contact information for the verifier, which should be a National Officer (Provincial Vice President, Regional Vice President, and District Director) or Chapter Advisor in attendance at the ceremony. The chapter's District Director will follow-up with the verifier, if necessary, and approve the item via the Hub for CMP Credit. If none of these officers listed above are available for verification, please contact your Regional Vice President or Central Office.

Due Date: *Fall and Spring*- within 14 days after Pledging Ceremony, suggested; June 15, final
Responsibility: Chancellor

NOTES:

Passed

Passed as amended

Failed